COLCHESTER BOARD OF EDUCATION
Colchester, CT

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

March 24, 2021 ~ **5:00 PM**
Virtual Meeting via BoardDocs and Zoom

MINUTES

MEMBERS PRESENT: Chair Joanne Rose, Jessica Morozowich, Sue Hickey, Amy Domeika
ADMINISTRATION PRESENT: Superintendent Jeffrey Burt, Director of Pupil Services & Special Education Kathleen Perry
OTHERS PRESENT: BOE Chair Mary Tomasi

1. CALL TO ORDER
   Chair J. Rose called the meeting to order at 5:03PM.

2. *ADDITIONS TO AGENDA
   None.

3. PUBLIC COMMENT
   None.

4. *APPROVAL OF MINUTES
   4.1 *Approval of Minutes from March 10, 2021 Meeting
   Motion by: J. Morozowich
   To approve the minutes of the March 10, 2021 DEI Committee Meeting
   Second by: S. Hickey
   Vote: Unanimous
   Roll call: A. Domeika, S. Hickey, J. Morozowich, J. Rose

5. *PRIORITY DISCUSSION/ACTION ITEMS
   5.1 Discussion of Definitions, Mission Statement & Goal Development
   Chair Rose shared the Draft Goals of the committee as follows:
   1. All Colchester Public Schools believe that every student deserves to benefit from the promise of high expectations and standards for what they can learn and are able to accomplish.
   2. All Colchester Public schools support academic, social, emotional and physical health needs of students so they can thrive.
   3. All Colchester Public Schools build strong community partnerships and authentically engage parents.
   4. All Colchester Public Schools support “Diversity, Equity and Inclusion” practices in staff hiring and retention.
   5. Colchester Public Schools seek to establish a culture of accountability.

Suggested revisions were discussed.

5.2 Communication Goals

The Committee discussed strategies for a long-term communications plan. Chair Rose reported on other communications discussions that are happening with the BOE, and will update the Committee at the next meeting. Letters to the Editors of local newspapers will seek to inform the public of the work of the Committee and the BOE.

6. REPORTS
   - 6.1 Committee Update
   - 6.2 Training

     The Training subcommittee is sending a survey to Staff on March 31st, and two focus groups have taken place with students. Staff training for the subcommittee is upcoming.
   - 6.3 Curriculum

     The Curriculum subcommittee met briefly to discuss incorporating DEI curriculum into lessons.
   - 6.4 Hiring

     The Hiring subcommittee discussed diversity and inclusion in the hiring process. The group is joining Ed Rising to mentor teachers.

7. OLD BUSINESS
   - 7.1 Review of NCCJ Training Sessions

     Foundational work will begin in April. The Committee will be making training available to partners such as C3 and Youth Services if there are openings in the training sessions.
   - 7.2 Discussion on Training Materials

     Discussion ensued on the two TedTalks shared at the previous meeting:
     - Chimamanda Ngozi Adichie on the single story that emerges from texts we read and the way it supports narratives among marginalized populations
     - Mellody Hobson discusses Moving from Colorblindness to Colorbrave

   - 7.3 Recommendations on Future Training Materials

     Committee Chair Rose solicited recommendations on future training materials. Each member of the Committee shared favorite authors, TV segments, etc.

8. NEW BUSINESS

   None.

9. ESTABLISH NEXT MEETING PRIORITIES
   1. Discussion on training materials and recommendations
   2. Participate in training and then review goals of the Committee
   3. Consider inclusion of District partners

10. PUBLIC COMMENT

    None.

11. ADJOURNMENT

    The meeting adjourned at 6:29PM.